



Manistee County Board of Commissioners

Manistee County Courthouse • 415 Third Street • Manistee, Michigan 49660

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Thomas Kaminski
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DRAFT

PERSONNEL COMMITTEE

Tuesday, September 8, 2009
2:00 P.M.

Courthouse & Government Center
Board of Commissioner's Room

REPORT

Members Present: Carl Rutske, Chairperson, Kenneth Hilliard and Jim Krolczyk

Others Present: Karen Molby, Personnel Officer/Administrative Assistant

The meeting was called to order at 2:00 P.M.

ITEMS REQUIRING BOARD ACTION

The Committee reviewed correspondence from Mike Michalak, Financial Adviser for Eagle Strategies of Grand Rapids, regarding the County's Mainstay Roth IRA benefits plan. Ms. Molby explained that this is referring to the post-tax deferred compensation plan offered to staff. Mr. Michalak's letter explains that Mainstay has placed a hold on all list bill plans. He further states that current participants will be allowed to continue making contributions but Mainstay will not be allowing any additional staff into the plan. In order for the County to continue offering a post-tax deferred compensation plan, he is suggesting that the County implement an American Funds Roth IRA plan. Mr. Michalak has also offered to meet with staff prior to the open enrollment process to provide an explanation of the American Fund benefits. After discussion,

Mr. Hilliard recommended that the County adopt the American Funds Roth IRA plan for all Manistee County staff and that the same be implemented as part of the County's open enrollment process and that Thomas D. Kaminski, County Controller/Administrator, and/or Karen M. Molby, Personnel Officer/Administrative Assistant, be authorized to sign all necessary documents. No alternative recommendation was proposed.

ITEMS NOT REQUIRING BOARD ACTION

The Committee reviewed information provided by Mike Michalak, Financial Adviser for Eagle Strategies of Grand Rapids, regarding a Long-Term Care Insurance product through New York Life Insurance Company. Ms. Molby explained that the County does not currently offer a long-term insurance product under its Section 125 Cafeteria plan. It was suggested that additional information, including premium information, be obtained regarding the New York Life plan being proposed. The Committee also requested that Ms. Molby contact Manistee Insurance to determine what products they may have available for comparison purposes.

Ms. Molby presented the Committee with a quote for life insurance from the Municipal Employees' Retirement System (MERS). This quote was for the exact coverage that is currently in place through Sun Life. If the County switched to the MERS plan, there would be an approximate overall savings of \$1,020.00 annually. Ms. Molby pointed out that this amount was based upon a breakdown of the current staff and the total volume of insurance coverage and was not based upon a County census. After discussion, the Committee agreed to continue its life insurance coverage through Sun Life as the savings the County would gain from switching companies was too minimal compared to the amount of work it would take to implement the change.

The meeting adjourned at 2:35 P.M.

Carl Rutske, Chairperson

Kenneth Hilliard, Commissioner

Jim Krolczyk, Commissioner